

# APPRENTICESHIPS IN IDAHO

Students seeking an apprenticeship or schools wanting to start a STRAP program should contact their regional Idaho Department of Labor Apprenticeship Coordinator:

## **Northern & North Central Regions**

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For more information, visit  
[ApprenticeshipIdaho.gov](http://ApprenticeshipIdaho.gov)

Apprenticeships combine mentor-assisted, on-the-job training with job-related instruction.

- Apprentices learn specific skills necessary to perform the job, gain experience and earn a nationally recognized certificate or credential.
- Apprenticeships are customizable and can be designed for high school students, graduates or job seekers with a GED.
- Apprenticeships lead to credentials that are recognized by industry professionals nationwide.

## **Top 5 Reasons to Pursue an Apprenticeship**

- 1. Learn While You Earn** – Apprenticeships are paid positions. In most cases, participants may see an increase in pay as you develop your skills.
- 2. Get a Certification for Career** – Depending on the career and necessary training, a Registered Apprenticeship can take as little as a year to complete and will result in a nationally recognized certificate or credential.
- 3. Gain Practical Experience** – On-the-job training is a key component of an apprenticeship, which means participants start their career with a significant amount of relevant experience already on their resume.
- 4. Start Working Immediately** – Many traditional education and training options cost time and money. An apprenticeship allow participants to pursue the training they need for a successful career without taking on debt.
- 5. Mentoring & Support** – On-the-job training provides an experienced mentor to allow participants to ask questions and learn from colleagues.



## School to Registered Apprenticeship Programs (STRAP)

Schools who would like to start programs for students need employer involvement from the very beginning and ongoing communication between schools and business partners is key. Working together, employer partners and schools determine what students will be learning in the classroom and on the job.

### Important considerations:

- Communication must be ongoing to ensure students are receiving the training and mentorship to help them succeed and to meet industry needs.
- Schools must work with employers to provide part-time employment during school (most often Junior/Senior years).
- Schools need to consider (and plan for) potential challenges or barriers for students and employers:
  - *Student transportation*
  - *Employers need year-around support/ connection to schools, as students work through the summer*

## What is it and how does it work?



### IDENTIFY PARTNERS

Idaho Department of Labor/education/ economic development partners identify business partners and occupations of interest



### DEVELOP REGISTERED APPRENTICESHIP PROGRAM

Education partner facilitates meetings with business to determine on-the-job training, related training and other components of the Registered Apprenticeship.



### QUALIFIED CANDIDATES

Idaho Department of Labor/education/ economic development partners advise students/parents of opportunity and identify qualified candidates



### APPLICATIONS

Labor facilitates collection and screening of applications.



### HIRING

Business interviews and hires student as apprentice.



### TRAINING

Student begins on-the-job and related training.



### GRADUATE

Student graduates with high school diploma and a portion of the apprenticeship program completed.



### ACQUIRE NATIONAL CREDENTIAL

Youth apprentices continue their apprenticeship and upon completion, acquire a national credential.



**PARTNERSHIP = SUCCESS**

